



Human Resources Management (HRM) Enterprise Standards

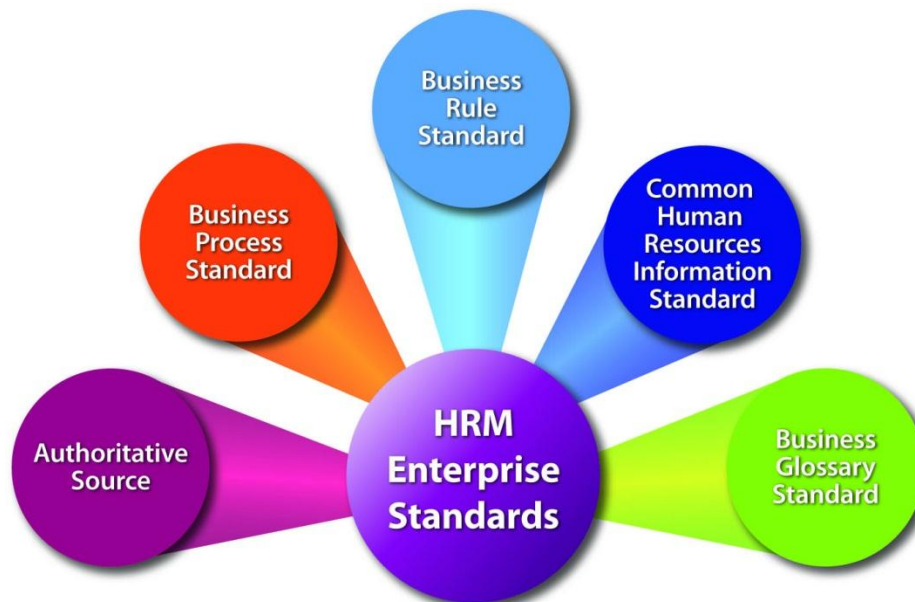
HRM Enterprise Standards encapsulate policies, documented terms and definitions, business rules, required business processes (if any), and business information needs relative to a specific HRM functional capability area. By promoting Department of Defense (DoD)-wide semantic consistency and uniform reporting within the HRM Functional Area, HRM Enterprise Standards enable the consistent application of policy within the DoD HRM community.

Personnel and Readiness Information Management (P&R IM), Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)), documents HRM Enterprise Standards based on public laws, regulations, and DoD-wide policies that govern civilian, military, and Military Health System HRM across the DoD. All HRM Enterprise Standards are reviewed and approved by the appropriate P&R policy owners and become part of the HRM Enterprise Architecture.

Elements of HRM Enterprise Standards

HRM Enterprise Standards comprise five elements:

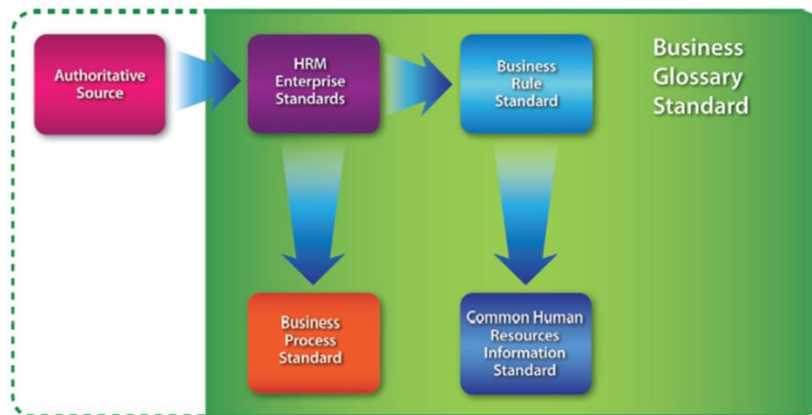
1. **Authoritative Source** - Public laws, Joint publications, DoD issuances, and DoD regulations that establish policies that support HRM and provide general procedures for implementing that policy.
2. **Business Process Standard** - A description of an operational activity that may include a sequential list of required sub-activities if directed by law or policy.
3. **Business Rule Standard** - Business rules, derived from Authoritative Sources, intended to influence or guide business behavior.
4. **Common Human Resources Information Standard (CHRIS)** - An encapsulated view of a business information need conveying context in a semantically consistent manner.
5. **Business Glossary Standard** - A controlled HRM business vocabulary that includes relevant terms, phrases, and definitions, intended to be consistent across the HRM enterprise.



HRM Enterprise Standards Relationships

Relationships among HRM Enterprise Standard elements follow a specific pattern:

- Authoritative Sources are the foundations of all HRM Enterprise Standards
- Business Rule Standards have information needs that CHRIS define
- All HRM Enterprise Standard elements except Authoritative Sources use the Business Glossary Standard



Objectives of HRM Enterprise Standards

HRM Enterprise Standards facilitate:

- Consistent application of policies that support HRM across DoD
- Semantic consistency within the HRM Functional Area
- Functional context for HRM business processes, rules, glossaries, and data
- Information standardization across the DoD HRM enterprise
- Support and alignment of defense business information technology investments to Defense Business Council/Investment Review Board requirements
- Standardized reporting of HRM information to Congress and DoD decision makers

Availability of HRM Enterprise Standards

P&R IM publishes the HRM Enterprise Standards to the official P&R IM Web site. The HRM Enterprise Standards can be accessed at: http://www.prim.osd.mil/init/listing_hrmes.html.

About P&R IM

P&R IM supports the priorities of the OUSD(P&R), the Services, and the HRM community through a broad range of activities. P&R IM's major goals are to:

- Solve operational problems
- Eliminate or reduce data collection burdens
- Conserve resources
- Improve delivery of services
- Enhance readiness

A central focus of the organization is to promote and maintain effective HRM services, from personnel and pay management to military health services, and beyond. As part of this focus, P&R IM is responsible for defining, documenting, and maintaining the business standards for selected HRM enterprise systems. P&R IM also provides support to DoD business modernization efforts to improve system requirements for all DoD stakeholders.

More Information

For more information on HRM Enterprise Standards, please e-mail HRMEnterpriseStandards@osd.pentagon.mil, or visit <http://www.prim.osd.mil/init/hrmes.html>.